



Jennifer Morrison  
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Statement of Chief Jennifer Morrison to the community and media  
January 21, 2015

*JM#190*

Today we are releasing extensive information relative to the aftermath of Tyler Kinney's arrest on November 10<sup>th</sup>, 2014. Town Manager Dawn Francis and I both feel strongly that we want to be as transparent as we can within the context of an ongoing federal investigation.

We are releasing the following documents:

1. Written statement of Town Manager Dawn Francis
2. Written statement of Chief Jennifer Morrison
3. Executive summary prepared by DT Investigators (released with permission of the Town Manager)
4. CPD Evidence Audit and Policy Assessment prepared by the Vermont State Police (released with permission of VSP)
5. Internal summary of the findings of the joint FBI/VSP audit of our evidence room
6. Updated General Order #2 "Citizen Complaints & Internal Affairs"
7. Updated General Order #45 "Property & Evidence Management"

All of these documents can be found on the Colchester Police Department's website:

[www.colchestervt.gov/Police](http://www.colchestervt.gov/Police)

There are three documents that have provided feedback to CPD and the Town:

1. The report from VSP on evidence policy and best practices. This contains ten recommendations. CPD has addressed all ten recommendations and will continue to address them through policy, practice and training. This document is provided.
2. The report from Dan Troidl [DT Investigators] on CPD policies and practices that intersect with this case. This report contains numerous recommendations. Several of these have already been addressed and we welcome the other feedback. This document is provided.
3. The spreadsheet and report on evidence inventory provided by the FBI. These documents are part of an ongoing criminal investigation and therefore not subject to public release. We have prepared a memo that

attempts to aggregate the amount of items missing or unaccounted for from our evidence room. The FBI report and spreadsheet were created through the lens of a criminal investigation and does not contain the granular detail that we need to determine a “clean slate” and full accounting of exactly what is in our evidence room. Therefore, we intend to do an item by item overhaul of everything in evidence as soon as the barcoding system is delivered and on line.

The Colchester Police Department has worked aggressively and continuously since the time of Kinney’s arrest to identify areas for improvement and to move forward in a positive and professional manner. We accept the reports and findings made by DT Investigations and the Vermont State Police. We appreciate the feedback and suggestions made in these reports. We are confident that careful scrutiny of our practices and policies has resulted in stronger general orders, more diligent supervision and better record keeping.

The following actions have been taken since Mr. Kinney's arrest and termination:

#### CHANGES TO PROPERTY & EVIDENCE MANAGEMENT

- Immediate changes were made to security for “critical evidence items” (guns, drugs, money, jewelry) – We added a double lock system on both the temporary evidence lockers and the storage area for said items. It now requires two property managers to be present to access any items of critical evidence.
- Creation of redundant logs for all evidence from date of TK’s arrest forward.
- Purchase and use of inventory control bags – uniquely numbered. Use of these bags will prevent anyone from opening an item of evidence once sealed and tampering with it without being detected.
- Reissue of G.O. #45 on Property Management and Evidence Control – incorporates concerns in VSP report and other best practices. This includes creation of numerous forms, logs, etc.
- We have purchased an evidence inventory software/barcode system. Once running, we will re-inventory every item in evidence and barcode it. Once the initial start-up is done we will have a real time record of every item of property or evidence in our possession. This will streamline record keeping, ensure accountability and facilitate more thorough audits/inspections.
- We are adding three cameras to the evidence area – one covering temporary evidence lockers and two in the evidence processing area and vault.
- Purchase and installation of a temporary locker for officers to use if they are in the middle of processing items of critical evidence and they get called out of the office.

#### INTERNAL AFFAIRS

- Reissued G.O. #2 on Internal Affairs investigations requiring any allegation of felonious criminal behavior to be investigated by outside agency.
- Rescinded outdated G.O. #27.

#### OTHER

- Eliminated Drug Take Back Program immediately after Kinney’s arrest.
- Preliminary discussions regarding the need for more administrative support and stronger record keeping.
- CPD has implemented performance evaluations and continues to work with employees and Town Management to refine this process to provide regular, meaningful feedback to employees.

- Command staff and the supervisors of CPD are working together to ensure greater accountability for personnel actions and to have more hands on supervision of direct reports. This involves increased communication, creation of systems to ensure required reports are completed, training, and tighter scrutiny of high liability reports and actions.

We are committed to using this incident as the catalyst for building a more robust general order manual, greater accountability and increased sensitivity toward potential employee misconduct. As Chief, I have tremendous faith in the men and women of this agency. They are mature, dedicated and hardworking employees who provide outstanding service to the Colchester community day and night. While it is unfortunate that this one incident has cast such a negative light upon the entire agency, we also see this time in our history as an opportunity for unprecedented growth and improvement. We will emerge from this a stronger, more progressive and confident agency. We will embrace the motto "trust, but verify." We are grateful for the community's support during the past few months and while we will continue to learn from the past, we are moving forward and will continue to seek ways to improve our service to the public and to maintain the public's trust.

The Town Manager and Police Chief are available for media inquiries by appointment.

Please call 264-5509 to reach Dawn Francis and 264-5540 to reach Jennifer Morrison.